

1 **R277. Education, Administration.**

2 **R277-207. Utah Professional Practices Advisory Commission (UPPAC),**
3 **Disciplinary Guidelines.**

4 **R277-207-1. Authority and Purpose.**

5 (1) This rule is authorized by:

6 (a) Utah Constitution Article X, Section 3, which vests general control and
7 supervision over public education in the Board;

8 (b) Section 53A-6-306, which directs the Board to adopt rules regarding
9 UPPAC duties and procedures; and

10 (c) Subsection 53A-1-401(3), which allows the Board to adopt rules in
11 accordance with its responsibilities.

12 (2) The purpose of this rule is to establish presumptions for UPPAC and
13 Board review of UPPAC cases.

14 **R277-207-2. Guidelines.**

15 (1) UPPAC and the Board shall consider the guidelines in this section when
16 evaluating a case of educator misconduct.

17 (2)(a) Revocation is presumed appropriate if an educator:

18 (i) is subject to mandatory revocation under Subsection 53A-6-501(5)(b);

19 (ii) is convicted of, admits to, or is found pursuant to an evidentiary hearing
20 to have engaged in viewing child pornography, whether real or simulated, on or off
21 school property;

22 (iii) subject to Subsection (2)(b), is convicted of a violation of Title 76, Chapter
23 5, Offenses Against the Person, that results in a sentence of jail time of six months
24 or more, unsuspended;

25 (iv) is convicted three or more times, each involving a minor, of any
26 combination of drug, alcohol, violence, or sexual offenses in the three years previous
27 to the most recent conviction; or

28 (v) is convicted of an offense that requires the educator to register as a sex
29 offender under Subsection 77-41-105(3).

30 (b) Early release or work release permitted by the jail may not be considered
31 by UPPAC or the Board for purposes of calculating the jail time in Subsection

32 (2)(a)(iii).

33 (3) Suspension of three years or more is presumed appropriate if an educator:

34 (a) engages in a serious boundary violation of a physical or sexually
35 suggestive nature that is not sexually explicit conduct;

36 (b) is convicted of child abuse if the conduct results in a conviction of a class
37 A misdemeanor or higher;

38 (c) is convicted of a first degree felony, a second degree felony, or a felony
39 involving a minor, unless revocation is presumed by statute or Subsection (2);

40 (d) is convicted of an offense that results in the educator being placed on
41 court supervision for three or more years;

42 (e) is convicted of intentional theft or misappropriation of public funds; or

43 (f) intentionally provides alcohol or illegal drugs to a minor.

44 (4) Suspension of one to three years is presumed appropriate, if an educator:

45 (a) willfully or knowingly creates, views, or gains access to sexually
46 inappropriate material on school property or using school equipment;

47 (b) is convicted of one or more misdemeanor violence offenses in the last 3
48 years;

49 (c) is convicted of using physical force with a minor if the conviction is a class
50 B misdemeanor or lower;

51 (d) engages in repeated incidents of or a single egregious incident of
52 excessive physical force or discipline to a child or student that:

53 (i) does not result in a criminal conviction; and

54 (ii) does not meet the circumstances described in Subsection 53A-11-802(2);

55 (e) threatens a student physically, verbally, or electronically;

56 (f) engages in a pattern of inappropriately fraternizing with a student under a
57 circumstance not described in Subsection (3)(a);

58 (g) engages in multiple incidents or a pattern of theft or misappropriation of
59 public funds that does not result in a criminal conviction;

60 (h) attends a school or school-related activity in an assigned
61 employment-related capacity while possessing, using, or under the influence of
62 alcohol or illegal drugs;

63 (i) is convicted of two or three drug-related offenses or alcohol-related

64 offenses in the three years previous to the most recent conviction;
65 (j) is convicted of a third degree felony not covered by any other presumption
66 specified in this rule;
67 (k) engages in a pattern of or a single egregious incident of:
68 (i) harassing;
69 (ii) bullying; or
70 (iii) threatening a co-worker or community member;
71 (l) knowingly and deliberately falsifies or misrepresents information on an
72 education-related document; or
73 (m) knowingly and deliberately teaches, counsels, or assists a student in a
74 manner that undermines or disregards the lawful, express directives of a parent.
75 (5) A short-term suspension is presumed appropriate if an educator:
76 (a) has three or more incidents of inappropriate conduct that would otherwise
77 warrant lesser discipline; or
78 (b) fails to report to appropriate authorities suspected child or sexual abuse.
79 (6) A letter of admonition, letter of warning, or letter of reprimand, with or
80 without probation, is presumed appropriate if an educator:
81 (a) engages in a miscellaneous minimal boundary violation with a student or
82 minor, whether physical, electronic, or verbal;
83 (b) engages in minimal inappropriate physical contact with a student;
84 (c) engages in unprofessional communications or conduct with a student,
85 co-worker, community member, or parent;
86 (d) engages in an inappropriate discussion with a student that violates state
87 or federal law;
88 (e) knowingly violates a requirement or procedure for special education
89 needs;
90 (f) knowingly violates a standardized testing protocol;
91 (g) is convicted of one of the following with or without court probation:
92 (i) a single driving under the influence of alcohol or drugs offense under
93 Section 41-6a-502;
94 (ii) impaired driving under Section 41-6a-502.5; or
95 (iii) a charge that contains identical or substantially similar elements to the

96 state's driving under the influence of alcohol or drugs law or under the law of
97 another state or territory;

98 (h) carelessly mismanages public funds or fails to accurately account for
99 receipt and expenditure of public funds entrusted to the educator's care;

100 (i) fails to make a report required by Rule R277-516;

101 (j) is convicted of one or two misdemeanor offenses not otherwise listed;

102 (k) engages in an activity that constitute or create the appearance of a conflict
103 of interest with the educator's professional responsibility; or

104 (l) engages in other minor violations of the Utah Educator Standards in Rule
105 R277-515.

106 (7) In considering a presumption described in this section, UPPAC or the
107 Board may deviate from the presumptions if:

108 (a) the presumption does not involve a revocation mandated by statute; and

109 (b) aggravating or mitigating factors exist that warrant deviation from the
110 presumption.

111 (8) An aggravating factor may include the following:

112 (a) the educator has engaged in prior misconduct;

113 (b) the educator presents a serious threat to a student;

114 (c) the educator's misconduct directly involved a student;

115 (d) the educator's misconduct involved a particularly vulnerable student;

116 (e) the educator's misconduct resulted in physical or psychological harm to
117 a student;

118 (f) the educator violated multiple standards of professional conduct;

119 (g) the educator's attitude does not reflect responsibility for the misconduct
120 or the consequences of the misconduct;

121 (h) the educator's misconduct continued after investigation by the LEA or
122 UPPAC;

123 (i) the educator holds a position of heightened authority as an administrator;

124 (j) the educator's misconduct had a significant impact on the LEA or the
125 community;

126 (k) the educator's misconduct was witnessed by a student;

127 (l) the educator was not honest or cooperative in the course of UPPAC's

128 investigation;
129 (m) the educator was convicted of crime as a result of the misconduct; and
130 (n) any other factor that, in the view of UPPAC or the Board, warrants a more
131 serious consequence for the educator's misconduct.
132 (9) A mitigating factor may include the following:
133 (a) the educator's misconduct was the result of strong provocation;
134 (b) the educator was young and new to the profession;
135 (c) the educator's attitude reflects recognition of the nature and consequences
136 of the misconduct;
137 (d) the educator's attitude suggests amenability to supervision and training;
138 (e) the educator has little or no prior disciplinary history;
139 (f) since the misconduct, the educator has an extended period of
140 misconduct-free classroom time;
141 (g) the educator was a less active participant in a larger offense;
142 (h) the educator's misconduct was directed or approved, whether implicitly or
143 explicitly, by a supervisor or person in authority over the educator;
144 (i) the educator has voluntarily sought treatment or made restitution for the
145 misconduct;
146 (j) there was insufficient training or other policies that might have prevented
147 the misconduct;
148 (k) any other factor that, in the view of UPPAC or the Board, warrants a less
149 serious consequence for the educator's misconduct.
150 (10)(a) UPPAC and the Board have sole discretion to determine the weight
151 it gives to an aggravating or mitigating factor.
152 (b) The weight UPPAC or the Board gives an aggravating or mitigating factor
153 may vary in each case and any one aggravating or mitigating factor may outweigh
154 some or all other aggravating or mitigating factors.

155 **KEY: educator, disciplinary presumptions**

156 **Date of Enactment of Last Substantive Amendment: 2015**

157 **Authorizing, Implemented, or Interpreted Law: Art X Sec 3; 53A-6-306;**
158 **53A-1-401(3)**